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the
OshaWORKER

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UPCOMING EVENTS

- **OCT. 19** – *Federal Election Day – Make sure you get out and vote!*
- **OCT. 21** – *Free Union Seminars At Union Hall – see page 22*
- **OCT. 28** – *Retirees' Health & Wellness Fair At Union Hall – see page 13*
- **NOV. 4** – *Free Union Seminars At Union Hall – see page 22*

Federal Election: Time To Go "All In" On Oct. 19

SOME UNIFOR LOCAL 222 MEMBERS WILL ASK WHY A Union should get involved in a federal election. The answer is simple.

When the Harper Conservative government takes away \$18,000 in Old Age Security from my members' retirement (born 1962 or after), we get involved. When the Harper Conservatives make it harder for my members to get E.I., we get involved. When the Harper Conservatives plan to take \$36 billion out of health care, we get involved. When the Harper Conservatives attack unions with Bills C377 and C525, we get involved. When the Harper Conservatives fail to provide

a decent minimum wage that hurts our ability to negotiate wages for our members,

we get involved. When the Harper Conservatives blame the working people of Canada for their economic mess and my members are forced to suffer through it... you get the picture. We get involved because we must get involved to represent our members.

The most recent failure of the Harper government and our



Ron Svajlenko
Unifor Local 222
President

FEDERAL ELECTION: TIME TO GO "ALL IN" ON OCT. 19
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Federal Election: Monday, October 19



I will vote!

uniforvotes.ca

betterchoice.ca

anyonebutharper.net

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Federal Election: Time To Go "All In" On Oct. 19

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Oshawa Conservative MP is how they sold the GM stocks. The Canadian Government was the largest single shareholder of GM stock and had a member on the GM Board. We asked them to use their considerable influence on the GM Board of Directors to allocate products to Oshawa. Unifor knew they would eventually sell the stock but we asked them to keep them until we had new products in Oshawa so all taxpayers would get the benefit of the government's investment in GM and help the overall Canadian economy.

What happened? They delayed the budget into the 2015/16 fiscal year, sold the stock and put zero pressure on GM for new products in Oshawa. They used the stocks' sale for partisan political gain to falsely balance their budget in a self-serving act to try to get re-elected! Our MP took the "party line" and offered (again) no support for my members, our community or our local businesses.

That is not acceptable!

This is not a personal attack on our MP because he is a pleasant person and I have had respectful discussions with him. He has simply not done a good job in Oshawa as we watched our GM employment decline from 11,000 in 2004 when he was elected to 2,500 by the end of the year. The fact that every good auto assembly job supports nine more jobs in our suppliers, our community and Ontario means over 75,000 jobs have disappeared. Every local business, charity, health care provider and the local tax base feels the negative effect of thousands of good jobs exiting our community.

The lower municipal tax paid by GM because of less production means the citizens of Oshawa are paying more taxes for the same or less services, as we all feel the pain.

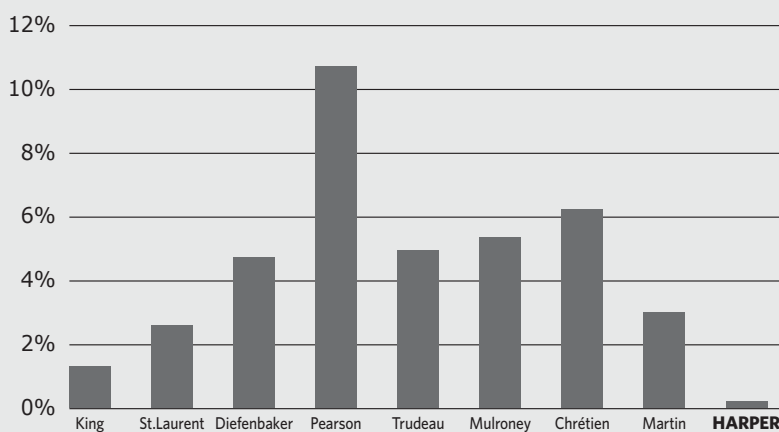
Unifor remains committed to ABC (Anything But Conservative) and the math clearly shows that Harper has done nothing for working Canadians. Please refer to anyonebutharper.net for candidates in your ridings that have the best chance to beat a Conservative.

NDP candidate Mary Fowler is in the best position to beat the Conservatives in Oshawa and I am asking our members to seriously consider supporting Mary Fowler so we can send a message to Ottawa that the community of Oshawa expects more!

However you choose to vote, please make sure you and your family get out and exercise your right to vote! 🍁

Harper's Conservatives Have The Worst Growth Record Since Mackenzie King In 1948

Annual Growth In Exports Of Goods And Services (adjusted for inflation)



UNIFOR LOCAL 222 IS AN AMALGAMATED LOCAL MADE UP OF THE FOLLOWING UNITS:

General Motors of Canada (Oshawa)	St. Marys Cement (Bowmanville)	Minacs (Oshawa)
Logistics In Motion (Ajax)	GDI Services (Canada) (Oshawa/Whitby)	Hanson Pressure Pipe (Uxbridge)
Durham Region Transit	Trentway-Wagar Transit (Whitby)	Kerr Industries (Oshawa)
Lear Corporation (Whitby)	City-Wide Taxi (Oshawa)	Columbus McKinnon (Cobourg)
Johnson Controls (Whitby)	AGS Automotive (Oshawa)	Auto Warehousing Supplier Park (Oshawa)
CEVA Logistics Supplier Park (Oshawa)	Mills Motors Buick GMC (Oshawa)	Abednego Environmental (Oshawa)
syncreon Supplier Park (Oshawa)	Pilkington Glass (Whitby)	The Student Association at Durham College and UOIT (Oshawa/Whitby)
Auto Warehousing Canada (Oshawa)	Roy Nichols Motors (Courtice)	
syncreon automotive (Oshawa)	Jones Lang LaSalle (Oshawa)	
Armada Toolworks (Lindsay)	Mercedes-Benz Durham (Whitby)	
Woodbridge Foam (Whitby)		

EXECUTIVE BOARD

President - Ron Svajlenko	Board Members At Large
Financial Secretary - Dale Millson	Shayne Fields (Logistics In Motion)
First Vice President - Mike Munce	Scott Bateman (Lear Corporation)
Second Vice President - Ted Lawrence	John Johnson (Durham Region Transit)
Recording Secretary - Jesse Forbes	Fred Luke (CEVA Logistics)
Sergeant-At-Arms - Wayne Andrus	Dean Baumhauer (Johnson Controls)
Guide - Phil Goodwin	Board Member At Large (Balance of Local) - Kevin Kent
Trustees	Female Board Member At Large - Lynn Ross
Colin James ■ Barry Grills ■ Teri MacDonald	Retirees' Representative - TBD



Editor: Joe Sarnovsky

Editorial Board:

Ron Svajlenko ■ Dale Millson ■ Jesse Forbes

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Unifor Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

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Production by Thistle Printing Ltd. 591G 707



Key GM Issues Resolved

GM Oshawa Plant Population (as of Sept. 17)

PRODUCTION	SKILLED TRADES
■ Active: 2,677 (includes 30 Trades working in Production and 483 SWEs)	■ Active: 393
■ Layoff: 6	■ Layoff: 52 (30 of which are working in Production)
■ LOA: 14	■ S&A: 12
■ S&A: 105	■ Total = 461
■ Total = 2,802	

AS ANNOUNCED, THE THIRD SHIFT has been extended to Dec. 18. This is good news, as it will keep our junior members at work longer plus the fact that the new Impala has picked up in sales.

At the present time the Company is forecasting that we could have approximately 135 junior members on layoff, with a seniority date cutoff of Feb. 16, 2015. This number could change and as a Union we will continue to try to find ways to drive this number down.

There are no down weeks scheduled for the Flex Plant for the remainder of the year. If sales remain firm hopefully we will not see any down weeks in the first three months of 2016.

The Consolidated Plant has no down weeks scheduled and additional overtime has been scheduled.

On the Trades side of the house, Skilled Trades Chairperson Bill Dickson has made an agreement with the Company to have five of our laid-off electricians be able to have fulltime employment at the Cami facility in their trade. I would also like to thank Cami Chairperson Mike Van Boekel for his work in making this happen at his end in Ingersoll.

As of Oct. 1 our number of laid-off trades could be in the area of approxi-

mately 45. This is the lowest it has been in years but we need to continue to work on this issue until we have all laid-off tradespersons working back in Trades.

On Sept. 15 myself, National Auto Director Whitey MacDonald and Tim McKinnon, Unifor Chairperson of GM in St. Catharines, had a follow-up meeting with General Motors of Canada President Steve Carlisle and members of his staff in regards to the following issues:

St. Kitts members working in Oshawa transferring back to St. Catharines when permanent openings occur: we now have an agreement in place that allows former St. Catharines members to transfer back to their home location. The Company will communicate with these members in regards to the application process.

As a Union we have been working on this issue for several years. I would like to thank Whitey MacDonald for keeping it at the forefront with the highest levels of management and assisting both Local Unions in achieving this agreement. It certainly has been a long time coming.

The other issue that was raised and resolved is in regards to the method in which GM taxed our vacation pay this past summer as a result of the corporation migrating to a new global payroll system.



Greg Moffatt

GM Shop Committee Chairperson

As a Union we were not notified of the changes until after the vacation pay was processed. The Company has agreed to change this process for next year's vacation pay and they will be communicating this to the membership moving forward.

The changes will be as follows:

- If overtime is worked in week 26, that overtime will not be included as an estimate for tax purposes for the remaining weeks in the calendar year. This will reduce tax.
- Defer 80 hours to shutdown period, which means we will receive a weekly pay for both weeks. This again will drive the taxed amount down on vacation pay received.
- Give members the option to allocate weeks of vacation pay from April 1st for the remainder of the year (when they are off on vacation they would receive that vacation pay at that time). This is completely optional for our members.
- The Christmas bonus will be taxed the same as last year.

■ ■ ■ ■ ■ ■ ■ ■

As of Oct. 1 we have had another 92 Production members retire along with another five Skilled Trades members. I would like to wish everyone all the best in their retirement.

As always, I can be reached at 905-644-2480 and by email at greg.moffatt@gm.com.[🍁]

**Check out Local 222's
award-winning website at:**

www.local222.ca

Unifor Commits To Fight The Move To Privatize Canada

REMEMBER TO VOTE ON OCT. 19 AND encourage your family members and friends to get out and vote for a government that will support a strong, prosperous and healthy economy.

The current Conservative government has traded too many of our good-paying jobs away with unfair trade agreements that favour large corporations over the traditional livelihoods of middle-class Canadians. Good jobs are disappearing and inequality is growing. Too many young people can't find a good paying full-time job with benefits and a pension. Canada has lost 665,000 jobs while the Conservatives have been in power.

The Conservatives' plan to decrease health care funding by \$36 billion over a decade, while continuing the tax breaks for wealthy corporations, ignoring the needs of an ageing population. They have failed to implement a much-needed national prescription drug program. They have given private companies more access to our health care system in an unfair trade deal with the European Union. We need to ensure that health services will be available for you and your family when you need them.

Please vote to make Canada a fairer and better place for all.

From Aug. 21-23 I attended the Unifor Canadian Council. Two of the many very important recommendations and resolu-

tions that were forwarded, debated and adopted are in part as follows:

Recommendation:

Unifor will focus its political work in 2015 on the issues that directly affect our members, including:

- Labour law and restoration of labour rights in the Canada Labour Code and Public Sector Staff Relations Act, and to have Bill 377 formally withdrawn
- Comprehensive jobs strategy, including support for manufacturing and public services
- Opposition to current proposals for free trade agreements, including CETA, Korea, TPP and China FIPA
- Renewed Canadian Health Care Accord
- National Child Care Program
- Restoring full OAS at age 65, enhanced CPP and support for defined benefit pension plans

Resolution:

Privatization Of Public Assets

Whereas: Unifor is a Canadian, democratic, progressive and activist trade union with a deep history of social activism, workplace health and safety, environmental protectionism and inclusivity; and

Whereas: Public assets represent a commons shared by all Canadians, to be



Dale Millson

Unifor Local 222 Financial Secretary

protected and held in trust for the benefit of Canadians now and in the future; and

Whereas: Public assets are not the property of any particular government to dispose of as they deem fit, without full and legal authorization from Canadians; and

Whereas: The private sector is legally obliged to put profit for shareholders above all other considerations, including those of the environment, workers, and public safety; therefore it cannot be expected to act for the overall common good; and

Whereas: The private focus on profit is particularly incompatible with the service industry and with Unifor's fundamental principles of health and safety, inclusivity, strength, democracy and unity; and

Whereas: Privatization of public assets to date has not provided lasting benefits to Canadians, but only resulted in increased costs and risks to the public; and

Whereas: Unifor has set in place, the foundation of our new union to provide all workers, In Canada and abroad, with an example of leadership and solidarity with the highest of the aforementioned standards and principles; and

Whereas: A fundamental belief of this union is that the privatization of public assets – that is their sale and or lease to private interest is contrary to the public good

Therefore be it resolved this union commits to resist by all possible means, any and all attempts to privatize, commercialize, contract out, and or sell off public assets; and

Therefore be it resolved Unifor commits to work towards returning these assets that have been privatized, commercialized, sold or leased back to the public sector. 🍁



I will vote!

Uniforvotes.ca



UNIFOR
Local222

Financial Report Covering The Month Of July, 2015

Total Receipts	\$ 472,871.26
Total Expenses	439,849.29
Surplus (Deficit)	\$ 33,021.97

Unifor Local 222 Balance Sheet as at July 31, 2015

ASSETS

CURRENT ASSETS

Bank.....	1,447,431.92
Deposit - AWCU	2,643,003.77
Accounts receivables	652,647.36
Prepaid expenses	(34,463.64)
TOTAL CURRENT ASSETS	4,708,619.41

Fixed Assets

Land	615,195.00
Buildings	1,823,815.61
Total: Fixed Assets	2,439,010.61
TOTAL ASSETS	\$7,147,630.02

LIABILITIES

CURRENT LIABILITIES

Accounts Payables	354,382.71
Accrued Liabilities	343,972.38
Vacation Payable	(226.03)
UI Payable.....	(94.17)
CPP Payable.....	(166.32)
Income Tax Payable.....	(2,446.02)
Receiver General Payable	(2,706.51)
EHT Payable	5,238.07
Union Dues Payable.....	2,147.87
AWCU	1,856.40
Family Support	2,978.86
Charitable Deductions	4,755.91
WSIB Payable	0.00
Due: re: Duplate Council Fund	(585.19)
Retired Mambers' Fund	82,008.22
Recreation Fund.....	(817.90)
Lear Whitby Adjustment Fund.....	232,630.48
TOTAL CURRENT LIABILITIES	1,025,635.27
TOTAL LIABILITIES	\$1,025,635.27

EQUITY

NET ASSETS

Net Assets.....	5,984,246.06
Surplus	137,748.69
TOTAL NET ASSETS	6,121,994.75
TOTAL EQUITY	\$6,121,994.75
TOTAL LIABILITIES AND EQUITY	\$7,147,630.02



Unifor Local 222 Income Statement for July 1 - 31, 2015

REVENUE

INCOME

Membership Dues.....	451,447.66
Initiations.....	300.00
Assessment	0.00
Oshawa Area Skilled Trades.....	101.29
S.U.B. Receipts	0.00
Hall Maintenance.....	2,533.25
Interest Income	0.00
Staff Wages Recoveries.....	1,649.40
Sponsorships	0.00
Oshaworker	11,191.66
Recreation	260.00
Rent	5,400.00
Sundry Income	(12.00)
Telephone Income	0.00
TOTAL REVENUE.....	\$ 472,871.26

EXPENSES

OFFICE AND BUILDING

Employee Salaries.....	77,640.06
UI Expense.....	1,566.63
CPP Expense.....	2,298.95
WSIB Expense	1,445.49
EHT Expense	0.00
Other Benefits	5,546.04
Employee Benefits and Insurance.....	10,857.11
Hall Expenses	0.00
Insurance	0.00
Building Maintenance.....	9,911.99
Realty Taxes	5,650.00
Telephone.....	2,256.22
Office Supplies and General Expenses	18,857.06
Officers' Expenses	2,858.10
Payroll services and bank charges.....	1,610.02
Professional	6,732.40
Total Office and Building	136,372.96

ORGANIZATIONAL

Per Capita - Ontario Federation of Labour...	4,600.00
Per Capita - Durham Labour Council.....	1,400.00
Per Capita - Lindsay Labour Council.....	44.50
Per Capita - Unifor Assessment	260,836.67
Per Capita - GM Intra-Corp	2,074.30
Per Capita - Special Assessments	0.00
Per Capita - Unifor Council.....	5,001.66
Total Per Capita	273,957.13
Lost Time: Wages and Benefits.....	(13,812.80)
Lost Time Expenses M & E & H.....	8,047.61
Lost Time Expenses Hotels.....	4,216.77
Lost Time Expenses.....	12,264.38
Miscellaneous Election Costs.....	0.00
Education	902.80
Advertising & promotions	0.00
Investors Group Trust	5,508.61
Oshaworker - Printing	15,000.00
Oshaworker - Postage	8,092.98
Total Oshaworker	23,092.98
Picnic.....	0.00
Political Education	0.00
Recreation	0.00
Strike Fund	0.00
Welfare and Donations.....	1,563.23
Skilled Trades	0.00
Total Organizational	303,476.33
TOTAL EXPENSES.....	\$439,849.29
NET INCOME.....	\$33,021.97

Local 222 Retirees Attend The Labour Day Parade In Port Elgin



Labour Day In Oshawa Celebration

PHOTOS BY JOE SARNOVSKY



CEVA Persists In Violating Seniority Provisions Of Agreement



Fred Luke
CEVA Logistics
Supplier Park
Chairperson

FALL IS UPON US AND SO WILL BE OUR VERY IMPORTANT federal election on Oct. 19. I would like to take this time to remind everyone to get out and vote. The working class in this country needs to send a strong message to Ottawa that we will no longer sit idle while the current government continues to destroy the manufacturing industry in this country. We cannot continue to lose our jobs to countries that undercut everything that has been built on in Canada for decades with unfair free trade agreements. This is a very historic election for this country at a time when the working class family lifestyle is continually attacked. Do your homework, understand the political platforms and vote!

Here at CEVA, job movement continues and employees are moving into positions based on bidding and eliminations. This has been a long and painstaking process. As members move into new positions, lower seniority employees and SWEs are slowly being laid off. Articles 16.09 and 16.10 continues to be a battle with management. Our senior members are being moved out-

side the line of seniority and for purposes that violate the Collective Agreement. At this point no resolve can be found and the National and Local Union will be involved to settle or arbitrate.

As of writing this article, I have been informed that the Camaro has been extended until Dec. 18 and with that, Plant #2 has put their overtime schedule up with numerous Saturdays.

In last month's article, the Health and Safety Committee put in a paragraph regarding the need for a defibrillator to be easily accessible to CEVA employees in case of emergency. We want our members to have fast and safe help and do not want to rely on outside employees to tend to our members in need. We will continue to push this issue, to have a defibrillator installed at a central location in our plant.

Lastly, although I'm repeating from last month, take your scheduled breaks and lunches, and if you need to see your Union rep, ask so you can be freed up to discuss your issue.

In Solidarity.✱

Union Working To Ensure Consistent Use Of Spareboard Operators

I HAVE BEEN CONTACTED BY MANY OF OUR MEMBERS who are looking to receive a copy of our new collective agreement. Management has informed us that we should soon have the draft copies to proofread so that they can be sent for printing.

With the September conventional board period, some cross divisional use of our spareboard operators has begun, as well as the introduction of 10-hour crews in both divisions, as per the agreement in bargaining. Our committee has met with management to ensure the practices of filling absences in respect to 10-hour crews does not violate the Ontario Employment Standards Act; the administration of single vacation days and lieu days for 10-hour crews are consistent; and to ensure the practices for the use of our spareboard operators are harmonized across divisions.

Our Specialized Services and planning departments will be

moving from William St. in Oshawa to our Westney facility in Mid-October. Also the ground breaking for the construction of the new Raleigh facility is scheduled for Nov. 9.

On Oct. 19, we have a great opportunity to defeat Stephen Harper's Conservative government in the federal election, but we have to get people motivated to go out and vote. The Conservative government has a dismal economic record, has cut very important social and environmental protection programs, robbed the Employment Insurance program to show a false surplus, all the while making it more difficult to draw E.I. They have treated our war veterans and seniors miserably. Change is long overdue; make your vote count.

In Solidarity.✱



John Johnson
Durham Region
Transit Chairperson

JCI Layoffs Delayed To Keep Up With GM Schedule

A MEETING ATTENDED BY LOCAL UNIFOR REPS WAS HELD in September to educate us on the upcoming federal election. This was a very interactive and informative meeting with emphasis on facts and figures. I encourage all our members to visit www.uniforvotes.ca to get yourself informed and up to date as much as possible before voting in this very important election.

At the time of writing this, notices were given to extend some of the indefinite layoffs until Oct. 2, as GM continues to fluctuate production needs weekly. This is causing the company to shuffle members according to GM demands, which is not ideal but is keeping affected members working longer. Reminder that any associate being extended also extends the opportunity to resign with two weeks per year severance, provided you give the

company their two weeks' notice in writing.

With Thanksgiving upon us, we can all be thankful for what we have. Unifor Local 222 will be doing its annual Thanksgiving workplace collection with proceeds going to local area food banks. For past collections, our membership has always stepped up to help those in our communities who are less fortunate. Please plan ahead for a cash donation to help keep this tradition going.

Any questions or concerns contact your Union representative or call the office at 905-665-4247. In Solidarity.✱



Dale Drummond
Johnson Controls Inc.
Zone 3, Shift 1
Committeeperson/
Acting Chairperson

Lear Being Challenged By Union On Over Cycle Jobs

AS OF THE TIME OF WRITING, WE are in the midst of another de-rate. We received the package from the company, and are challenging MOST studies and raising ergonomics concerns on several of the jobs. We had several meetings with the company prior to the implementation of the changes, and raised numerous concerns. Once again, many of these concerns fell on deaf ears.

We understand that changes are necessary when volumes are reduced, however the company needs to realize that they cannot expect our members to perform tasks that exceed Ergo guidelines or MOST standards. We will continue to fight to ensure that all jobs fall within standards and try to make sure that work is distributed equally and fairly. Again, if you feel that your job is over cycle it is imperative that you put a call in for your area steward. This applies to all jobs in the facility, not just the jobs that have changed.

We are now only days away from the federal election. I cannot stress

how important it is to our future to make sure that Harper does not get re-elected. The Conservative government under his leadership has turned their backs on the middle class long enough. Let's make sure that we send a strong message on Oct. 19 and put an end to Harper and his Conservative party.

We face many challenges in manufacturing and since NAFTA was introduced, we have watched good jobs disappear. There is now another agreement being worked on which will completely cripple our industry if passed. The Trans Pacific Partnership (TPP) has been in the negotiation stages for the past several years. Canadian officials along with 11 other countries are working on another free trade agreement which would further reduce the amount of domestic content which needs to be in a vehicle. Currently, under NAFTA, 62.5 percent of a vehicle's content must originate within the free trade zone to qualify for tariff-free status and auto parts must have



Scott Bateman
Lear Chairperson

60 percent regional content. The deal could see the threshold reduced to 45 percent for vehicles and 30 percent for parts. Unifor has launched a campaign to stop this agreement, but it is up to us all to educate ourselves, and do what we can to stop this. Write to your local MP. Send letters to the media. Get involved!

I would like to thank the committee and reps, as well as the membership for your support on my decision to take the temporary assignment with the National Union. In my absence, Brad Lyons will be acting Chairperson. I will be in contact with Brad, Mark and the committee while I am away from the plant and I will continue to make sure

LEAR BEING CHALLENGED BY UNION ON OVER CYCLE JOBS
continues on page 9

All Lear Members Have Rights Representation On All Shifts

SISTERS AND BROTHERS, THE DE-rate in the Consolidated plant and the addition of the third shift in the Flex plant created a great shift in our membership and resulted in the hiring of new members. I will take this opportunity to welcome back the recalled members and welcome the new hires. Please know that regardless of what shift you are on, you have the same rights to representation. Should you need to speak with me as your women's advocate or as the workplace harassment representative please don't hesitate to call me at extension 373 or I can be reached by e-mail at eguta@lear.com. Your on-shift union representative or supervisor will also be able to assist you in reaching me.

Take Back the Night Bowmanville and Oshawa were well attended by our members. Thank you to everyone who made



Eva Guta
Lear Women's Advocate

the time to come out and support such a great cause.

I urge everyone to get out and vote on Oct. 19. Please inform yourself and cast your vote for the party and candidate who best represents your views and who will best serve your needs. Ask yourself what kind of country and what legacy we want to leave for our children and future generations.

In closing I would like to congratulate Brother Scott Bateman on his new assignment. We will miss you in the plant but we are in good hands and I know you are just a call away.

Solidarity always! 🍁



Penny Elson, Vicky Oberding, Kathy Dickson and Missy McDougall attend the Take Back the Night event in Bowmanville.

In The Union There Is Strength

I RECENTLY HEARD A COMMENT MADE ALONG THE lines of "workplaces with unionization, is sustained more by inertia (a feeling of unwillingness to do anything) than by struggle." This comment intrigued me and was not meant to be positive. It is actually something I have thought of quite frequently since that time.

Being the newly-elected chairperson that represents over 1,000 members, one of the first things I wanted to look at was how I can make this membership better, stronger, more powerful, engaged and more unified. I quickly realized the answer: I had to understand the struggles my members were facing. Things like, our employer using union-busting tactics, high workloads, battles over quotas, and handing out discipline inconsistently and in a discriminatory fashion, just to name a few.

These are struggles unions have faced, struggles you and I have faced and the struggles we still stare in the eye every single day. Our own government develops and introduces new policies, laws and legislation to try and bust unions. Employers and governments have painted unionists as lazy, overpaid, uneducated and greedy as they seem determined to vilify us. You know why? As much as our government and employers like to say unions are weak, they continue to formulate

new policies, rules, laws, and legislation that attack unions because the truth of the matter is "In the Union, there is strength."

These actions are signs of weakness on their part and a sign of strength in ours. With that said I think it is important to point out to you my brothers and sisters, you are the union, not the committee that represents you. You have the voice and together are 1,000+ workers strong standing united. Our employer will have no choice but to hear our voices when we battle for a better workplace. Our members need to positively support the Union instead of attacking it and making the Company stronger! Together we can create a force by getting behind our Union so our employer will have no choice but to negotiate a collective agreement that better rewards and protects our members.

Since it has been brought to my attention that our employer likes to read my articles, I would just like to say I hope you thoroughly enjoyed this one and to my members stay strong, stay brave, stand united and Stephen Harper has got to go!

In Solidarity.✳



Shayne Fields

Logistics In Motion
Chairperson

Follow Contract Language On Breaks And Lunches

NOW THAT WE ARE WELL INTO THE changes from the line de-rate, I just want to touch on a few issues that have been brought up to the committee regarding the new job combinations and the amount of work that is involved in some work cells.

The committee has had many conversations with management about the complaints regarding jobs being far too

busy now that they have combined some commodities together. This is always a struggle between management and the Union, as the company will always try to get the most out of people that they can. There are a number of employees who continue to start work early and also work through their breaks to get the work done. We have contracted breaks and start times for a reason. Going above



Dave Soltis

syncreon Supplier Park Chairperson

and beyond this is helping nobody but the company in making more cuts and laying off more of your brothers and sisters.

There has been an increase in injuries and also forklift incidents in the last couple months, which surely is due to the increase in workload. People need to work at a safe pace. As long as you're doing the best you can that's all that can be expected. The Union will continue to put pressure on the company to make changes to the areas of concern.

On another note, as you might know, we have an important federal election coming up on Oct. 19. We need to get out and vote as we need change in this country. We need to stand up and say we have had enough of Stephen Harper and his attack on the middle class hard-working people, while helping the rich get richer. So be sure to get out and vote, Anything But Conservative on Oct. 19.

In Solidarity.✳

Lear Being Challenged By Union On Over Cycle Jobs

Continued From Page 8

that the best interests of this membership are kept at hand.

In the recent past, I have had several members raise concerns to me about harassment in the workplace. The issues vary, but we need to respect one another. Members who have been injured on the job often face scrutiny from management as well as co-workers and this will not be tolerated. Let's make sure that we show each other

the level of respect that we all deserve.

We are all saddened with the passing of our brother Dan Johnson. Our thought and prayers are with Dan's family.

In closing, please do not hesitate to contact Brad Lyons with any questions or concerns in my absence. Brad can be reached by email blyons@lear.com or by phone 905-436-0400 ext 358.

In Solidarity.✳

Communicating The Truth Is Goal For Union At Armada

AUTUMN IS NOW UPON US AND THAT MOST GLORIOUS summer has passed. Most of us have enjoyed our holidays to the fullest.

I would like to bring to all our members' attention that we are having issues with communication within our unit. Many rumours are started and the facts have shown that the rumours are not true.

If any of us have heard anything that is a concern, please see a Unifor steward or committeeperson right away. We can investigate and address it as soon as possible and possibly stop the rumour or gossip.

We know that social media is playing a large factor in this. What I'm saying is to be very careful on what you put on your Facebook page or Twitter account. It's been the Union's recent experience that most rumours have been generated on social media. Let's all be mindful on what is posted on our accounts. Remember, management can access your pages

and view your personal statements.

Recently the Committee was trying to get in touch with a couple of our members. Unfortunately, our phone list and the Company's list don't have the current phone numbers. If your number has been changed, please give it to any Union rep or Human Resources. This is very important.

We will be having a membership meeting about communication on Oct. 18 at the Howard Johnsons on Lindsay Street at 10 a.m. There will be a posting up on the bulletin board to remind us all.

I would also like to mention that our unit is short a steward for afternoon shift as well as a skilled trades representative. If anyone is interested in filling these positions, please see Kim Archer, Derek Fishley or myself.

In Solidarity.🍁



Ron Clark
Armada Toolworks
Chairperson

AGS New Product Launch

HI EVERYONE, HOPEFULLY YOU ALL enjoyed your summer. I know many of you spent a lot more of it in the plant than you would have liked, especially probationary employees, TPTs and students, who probably felt somewhat compelled to accept any overtime offered.

As with any launch of a new product, there are always obstacles to overcome. New job postings, bumps and training to name a few. With GM making a quick transition into the mid-cycle enhancement light duty GMC bumper, the company has been forced to fast track a third shift. Rather than forcing the company to honour the 10 percent TPT-to-employee ratio, spelled out in the agreement, the Unifor committee have allowed some leeway. To compel the company to hire people off the street only to have them quickly realize

factory work is not their ultimate career path would only be an added burden to the chaos of a new product launch.

Cooperation Is A Two Way Street

We, the committee, have been dealing with some unnecessary disciplines. It is our contention that some of these disciplines are nothing more than an abuse of authority, combined with some personal targeting. If these people in their upper management positions, directing these disciplines, were held to half the standard they expect from certain individuals they, themselves, would be nothing more than distant memories in this facility. If the powers that be continue to blindly support as well as condone this behaviour, they need not be surprised when cooperation comes to an abrupt halt.



Bob Bryant
AGS Automotive Chairperson

When it comes to the company scrutinizing the TPTs' attendance and performance, the onus is on the employee to stay healthy and come to work every day. Attendance will play a key role in determining anyone's future with this company. That being said, if anyone finds their 'extracurricular activities' are affecting their work, or life in general, there is help. Wally Skirrow is our substance abuse as well as human rights rep. Anything said to Wally will be held in the strictest of confidence. Wally is the steady day shift driver in the polish area. He can also be reached at 905-442-9379.

In Solidarity.🍁

Check out Local 222's award-winning website at:

www.local222.ca

Before You Vote, Look At Who You Want To Run The Government

SINCE THIS IS THE LAST ISSUE BEFORE our federal election, I would encourage every retiree to look at who you want back in. Hopefully not the Conservatives, led by Stephen Harper. He has run a deficit of about \$175 million since he came to power about 10 years ago. He has dropped the tax for corporations down to 15 percent which hasn't created any new jobs, and also cut the transfer

payments for healthcare by about \$36 billion to the provinces.

Have you noticed how our health care in Canada has gone down over the last 15 years? This was started by Paul Martin (Liberals) under John Chrétien. Harper has refused to meet with all provincial premiers on The Canada Health Act. He would like to see private health care, in others words pay as you go. If you can't



Les MacDonald

Unifor Local 222 Retirees' Chapter
President

afford it sell your house and then do without.

He also sold all the shares along with the provincial government of General Motors. They were one of the biggest shareholders and could have told GM of Canada to put more product in Canada. Think about this, our Oshawa MP sat back and did nothing. Get out and vote. Every vote counts, but if you're worried about your future don't vote Conservative. We have several candidates here we should support.

I would like to thank all the retirees who came up to Port Elgin for the Labour Day Parade and hope you had a great time. Thanks also to Rhodessa Stacey, Dave Hubbard and Jackie Finn for looking after buses and other duties. Thanks. I would also like to thank the delegates and their spouses for representing us there.

We have arranged for a couple of speakers for our next two meetings. Sister Jo-Ann Hannah will be speaking on Oct. 5 about the GM pension fund, followed up by Gord Graham on the GM Health Care Trust on Nov. 2, both at 1 p.m. Please come to our membership meetings to hear more.

Remember, get out and vote. Your vote does count. 🍁



Unifor Local 222 delegates attend the annual Retirees' Conference in Port Elgin.

We Shall Remember

**It is with great sadness that we announce
the passing of the following members:**

David J. Allison	GM Retiree	Norwood	August 26, 2015
Martha I. Ashmore	GM	Oshawa	June 9, 2015
David E. Bannon	GM Retiree	Oshawa	Sept. 6, 2015
Fay O. Bender	GM Retiree	Prince Albert	Aug. 25, 2015
Charles W. Bonathan	GM Retiree	Oshawa	Aug. 8, 2015
Joyce Y. Chadwick	GM Retiree	Lindsay	July 15, 2015
Michael J. Deakin	GM Retiree	Kitchener	Aug. 20, 2015
Henry P. Desjardins	GM Retiree	Oshawa	Sept. 4, 2015
Ronald G. Gibson	GM Retiree	Bowmanville	Sept. 1, 2015
Laverne O. Hogg	GM Retiree	Bowmanville	June 5, 2015
John H. Pettersen	GM Retiree	Oshawa	Aug. 24, 2015
Gordon T. Stacey	Duplicate Retiree	Oshawa	April 15, 2015
Larry W. Taylor	GM Retiree	Fenelon Falls	July 21, 2015
Peter Van Kemp	GM Retiree	Oshawa	Aug. 17, 2015
Beatrice M. Wilson	GM	Oshawa	June 2, 2015

NOTICE TO GM MEMBERS ACTIVE AND RETIRED

**Green Shield
is the carrier for all benefits.**

**Your current Green Shield
number is valid.**

**Green Shield can be reached
at 1-888-711-1119
or www.greenshield.ca.**

Fall In The Air And Activities Back On For Retirees

WE'RE NOW BACK IN THE FALL swing of things with autumn in the air.

Just a reminder that all retirees' activities are back on track so come on down to your Unifor Local 222 Union Hall and join in the fun of all we have to offer, i.e. tai chi, yoga, euchre on Tuesdays and line dancing Wednesday mornings.

We've started selling our season

tickets for our dances at \$45 per person on Tuesday afternoons following euchre, at approximately 2:30 p.m. This includes the Christmas dinner and dance. Once again, your Unifor retiree I.D. card is needed to purchase these.

Oct. 14 will be our first pool tournament of the season. Registration sheets are in the Retirees Chapter room. Drop in or call us at 905-728-8600. Pool



Wendy Rolfe

Unifor Local 222 Retirees' Chapter
Female Board Member

tables are available for casual fun every day the Union Hall is open.

By the time you receive this article we'll be well into the Thanksgiving holiday spirit, with Hallowe'en right behind. Enjoy your family and friends and be safe. 🍁

Get Out And Vote On Election Day Oct. 19

THERE ARE TWO DATES TO REMEMBER IN OCTOBER.

One is Oct. 7 and the other is Oct. 19. We have to remember what all the past years of the Harper government have done to not just seniors issues but issues that affect your children and grandchildren. The decision on E-Day is one of the most important things that we need to do and that is to get out and vote.

Our Retirees Chapter will be hosting a debate which will be broadcast on the radio on Oct. 7 on CKDO. If you have any questions for the candidates there will be a box at the Unifor Local 222 Union Hall to put them in or bring them to the Union Hall the evening of the debate and turn them in, or you can email them to the radio station. There will be no questions asked from the floor.

Our Political Action Committee is asking you to please support the NDP candidate in your area. Here is a list of some candidates:

- Stephanie Brown, Ajax
- Terry Cassidy, Bay of Quinte
- Derek Spence, Durham
- Mike Perry, Haliburton-Kawartha Lakes-Brock
- Russ Christianson, Northumberland-Peterborough South

- Mary Fowler, Oshawa
- Dave Nickle, Peterborough-Kawartha
- Pamela Downward, Pickering-Uxbridge
- Ryan Kelly, Whitby.



Lance Livingstone

Unifor Local 222
Retirees' Chapter
Political Action
Committee
Chairperson

Also if you are able to help these candidates there are all kinds of tasks that you can do. All candidates need help door knocking, phone calling, erecting signs and one of the most important jobs is helping out on election day to get out the vote. If you cannot vote on E-Day, you can vote at the returning office and at the advance polls.

Also if for some reason you cannot leave your home to vote, it can be arranged in advance to have someone from Elections Canada to come to your place to allow you your right to vote. In order to vote at home, there are specific circumstances you have to meet. You also need to register to vote by special ballot. Contact Elections Canada before 6 p.m. on Oct. 13 to register if you or a family member needs this service. 🍁

Federal Election Debate Oct. 7

The Unifor Local 222 Retirees Chapter, in conjunction with CKDO Radio, is hosting an Oshawa Federal Election Forum on Wednesday, October 7.

The debate will take place from 7 to 9 p.m. at the Unifor Local 222 Union Hall, 1425 Phillip Murray Ave., Oshawa.

- Opening Statements will be three (3) minutes and Closing Statements will be two (2) minutes.
- Questions will be asked from a three-member panel, who will draw upon questions submitted through CKDO News and from the audience. All questions must be submitted in writing or by email to the radio station or at the debate in writing. No questions will be taken in person at a mike.
- Each candidate will be allowed 1.5 minutes to answer questions; with 30 seconds in rebuttal.

Unifor Local 222 and 1090 Retirees Are Invited!

10th Annual

Retirees Health & Wellness Fair

Wednesday, Oct. 28, 2015

Unifor Local 222 Union Hall

Our Retirees Chapter members
will be demonstrating
Line Dancing, Tai Chi and Yoga

PRE-REGISTRATION IS MANDATORY - 9:00 A.M. START TIME

There are many exciting wellness programs happening this year,
as well as great attendance prizes!

- Special Guest Speakers
- Free Screenings Available
- Lunch Provided
- Information Booths

Thank You To Our Sponsors



REGISTRATION FORM PLEASE PRINT CLEARLY

PLEASE DROP OFF YOUR REGISTRATION FORM AT THE UNIFOR LOCAL 222 UNION HALL

Name _____

Phone Number _____

Email Address _____

Will your spouse be attending the Health Fair? ☐ YES ☐ NO

If 'Yes' please provide her/his name _____

Please note: all personal information will be kept confidential. No individual data will be made available to any third party. If you provide a phone number, your information will be given to a representative from your Unifor Local and you may be contacted by phone to be reminded of the event.

Auxiliary Sisters Set The Schedule For Coming Year

WHAT A BEAUTIFUL SUMMER, ENJOYED EACH DAY, AS I do hope it was the same for all of you.

At our first meeting of the season, we draped the charter for our deceased Sisters Marg Fitchett, Marion Taylor and Sister Johann Braiden.

A donation has been made to support our family in India for a sum of \$240 for the year.

Sisters, please record the dates of our upcoming Tuesday meetings and special events:

2015

- Tuesday Meeting: Oct. 6 at 7 p.m.
- Penny Sale & Card Bingo, Oct. 20 at 6:30 p.m.
- Tuesday Meeting: Nov. 3 at 7 p.m.
- Tuesday Meeting: Nov. 17 at 7 p.m.
- Tuesday Meeting: Dec. 1 at 7 p.m.
- Dec. 15, Auxiliary Christmas Party, beginning at 5 p.m.

2016

Note we have only one meeting each month for January and February:

- Tuesday Meeting: Jan. 19 at 7 p.m.
- Tuesday Meeting: Feb. 16 at 7 p.m.
- Tuesday Meeting: March 1 at 7 p.m.
- Tuesday Meeting: March 15 at 7 p.m.
- Tuesday Meeting: April 5 at 7 p.m.
- The Auxiliary's 79th Birthday Banquet, Saturday, April 16 beginning at 5 p.m.,
- Tuesday Meeting: April 19 at 7 p.m.



Jackie Finn

Unifor
Family Auxiliary #27
President

- Tuesday Meeting: May 3 at 7 p.m.

- Tuesday Meeting: May 17 at 7 p.m.

- Potluck Dinner, June 7 at 6 p.m., with our meeting to follow.

We had the pleasure of welcoming a new member, Jing Jing McEachern.

Hope to see you at our next meetings. 🍁



Unifor Family Auxiliary #27 welcomed new member Jing Jing McEachern (left) recently, who was sworn in by Vice President Verna Parker. Jing Jing is the wife of GM retiree Rick McEachern.

**Unifor
Family Auxiliary #27
Annual Penny Sale
& Card Bingo
Tuesday,
October 20, 2015
6:30 p.m.
1425 Phillip Murray Ave
Tickets Available
at the Door
Refreshments Served**

August 29, 2015

Dear Brothers and Sisters of Unifor 222,

I just wanted to let you know how much I have appreciated your workmanship over the last 14 years. I have a 2001 Buick that you built and it has done its job wonderfully over the years with little need of repair. It's time to replace it, time and family have taken toll on the old girl, and I will be looking to the inside door panel for your mark. While you may rarely hear it, your hard work and craftsmanship is appreciated here in Virginia! Thank you so much for what you do!

In solidarity,

Barry Barrett
Richmond, Virginia

Report GM Management Doing Hourly Work

ONCE AGAIN, WE ARE FIELDING many questions concerning the "Job Dispute Process." Although I touched on it in my last **Oshaworker** article, I believe based on Rod McVeigh's decision to raise concerns in regard to my article to upper management, the need for further clarification is warranted.

If you are having a hard time keeping up with your job, you need to communicate this issue to your group leader. Most operators are not trained in the application of Standard Data, therefore I suggest that if you are having a legitimate problem you will probably need to let the experts deal with your dispute. The process is structured in such a way that it is supposed to have a timeline of 10 days. The problem is in most cases this process drags on far too long, as we cannot seem to get the Company to meet their contractual obligations. It is my opinion that if the people on the floor understand the process we may be able to get a better handle on the disputes as they arise.

The dispute process is as follows:

■ Step 1 (1 day duration)

Employee communicates he/she has a problem to the group leader indicating there is a problem with the job.

The group leader reviews the job write-up with the employee, as well as the prescribed method of performing the job to make sure that all data and elements are correct. If unresolved within 24 hours the employee may contact the Committeeperson, and the group leader must call the Industrial Engineer. If unresolved, an AVO (Avoid

Verbal Orders) will be issued by the Committeeperson to the Supervisor with the date and time. This is when the 10-day clock starts. The group leader will give a copy of the AVO to the area Industrial Engineer (IE) and the Committeeperson will give a copy to the Union Production Standards rep.

■ Step 2 (5 day duration)

The Industrial Engineer will validate the operation and together with the group leader they will prescribe the "Best Method." They will train the employee to the write-up and based on the interaction during the training process generate a "Best Method" that is indicative of what is actually being done. If unresolved, it will be referred by the Committeeperson to the Union Production Standards Rep. The Standards Rep and the area IE will seek resolve.

■ Step 3 (2 day duration)

If unresolved the IE Dept. Lead and Union Production Standard rep will meet and review the nature of the remaining disputed elements of the job.

■ Step 4 (2 day duration)

If unresolved, the Union Production Standards rep and the Superintendent of IE will meet to review the nature of the remaining disputed elements of the job.

■ Step 5 (10th Day)

If unresolved, IE, Union will file a grievance for Labour Relations to schedule a Special Third Step meeting, to be held within three working days.

Note: As mentioned above the official tracking of the dispute or the Standards



Mike Munce

District #7 Committeeperson & Unifor Local 222 First Vice President

reps' involvement will not begin until the AVO is signed and handed in.

Par. 165 violations

There seems to be an ongoing problem with management performing hourly-rated work (your work, your jobs). This is a violation under Par. 165 of our Master Agreement. It doesn't matter whether it is a repair, delivery of stock, etc. How many of your jobs would be eliminated if we allowed this practice to continue unchallenged? If you see a supervisor working on the line or repairing a car or delivering stock, etc. we are requesting you put a call in for your Committeeperson to have this violation corrected immediately. If it is not corrected immediately, we must file a grievance. If the supervisor tries to intimidate you in any way, put a call in for your Committeeperson or myself and we will take care of this issue. Make sure you put in the call, as we cannot fix what we don't know about.

In Closing

I can be reached in the office at 905-644-3310 or email me at michael.munce@gm.com. If you require my assistance, have any questions or concerns, please call me.

Until next time, in Solidarity 🍁

Change Your Address

Before you move, please notify the Unifor Local 222 Union Hall of your new address.

Your Oshaworker will not be delivered because of incomplete addresses, incorrect postal codes or a missing apartment number.

Please call the Union Hall at 905-723-1187 or 1-800-465-5458 or email marlenes@local222.ca to ensure you get the next issue.

Extension Takes Third Shift Into December

I AM SURE THAT BY NOW YOU ARE all aware of the third shift being extended from Nov. 27 to Dec. 18. This is good news and will give additional hours to those junior members who will be laid off and need the hours to qualify for E.I. There will be an estimated 135 laid off once all of those taking incentives have left the building. The Shop Committee will be doing everything that we can to reduce this number.

Shop Floor Movement

We are trying to do our best but bear with us, as we cannot accommodate all of you with the amount of people being moved. We will accommodate as many as we can but with the timeframe getting shorter, it will be almost impossible. Keep in mind that the Company has the right to determine when people retire and the backfills will move based on these people leaving.

Joanne's House Youth Shelter Ajax

Volunteers are needed for special events approximately five times per year or for clean up and repairs about once a month. We are trying to make the shelter a safe and homey environment for these youth. If you are interested in helping please contact me for more info.

Steward Training/ Grievance Handling

For those of you in all of Unifor Local 222's workplaces who are newly elected

or interested in knowing your contractual rights and the grievance process including arbitration, I will be teaching at the Union Hall on Oct. 21 and Nov. 4 as part of the Education Committee seminars. Application forms are available at the Union Hall or on the website at www.local222.ca. There is no cost. Registration is at 3 p.m. with dinner at 3:30 p.m. and the course runs from 4 p.m. to approximately 7 p.m. This course covers the basics of policing the collective agreements and the importance of wording on grievances.

OFL Elections

Chris Buckley has declared that he is running against Sid Ryan for President of the Ontario Federation Of Labour. Chris was endorsed unanimously at the Uni-for Canadian Council recently and I wish Chris the very best, as I know that he will do a great job in this role. There have been many issues with the OFL as of late and I believe that Chris has the leadership experience to make the necessary changes.

Federal Election

This year the federal election is taking place Oct. 19 and it is so important for you all to get out and vote, as your vote is your voice. Many people sit back and complain but the only way to make change is to vote. I cannot tell you who to vote for but Stephen Harper and the Conservatives have destroyed Canada and are going to continue to do so if we allow it. It seems as though he has encouraged



Colin James

District #4 Committeeperson &
Executive Board Member (Trustee)

the business agenda to destroy worker rights and sign free trade agreements that take away any protection we had for our jobs. The airline industry, the auto industry, Canada Post, veterans, seniors, healthcare workers, university students are all groups that the Conservative government has attacked, while at the same time giving their big business friends tax breaks and incentives. The richest Canadians get the breaks. I think they have it all backwards and we definitely need a change for the next generation. Make sure you vote on election day.

Vacation Pay Issue

Many of you have been asking for an update on the vacation pay fiasco. Greg has met with Stephen Carlisle, the President and Managing Director of GM Canada and the issue has been dealt with. If you haven't read the leaflets in the plant, please see Greg's article for a description of the changes.

Hourly vs Salary Numbers

I am not sure if my eyes are just getting much worse but it seems as though there is one member of salaried staff for every three hourly. In paint, I see a new face or two every week on the salaried side. I guess once the third shift is gone we will really know how many management heads were reduced, as we certainly know how many hourly are being cut. Common sense would dictate that with one of three shifts being reduced in the Flex Plant, one-third of management would be reduced in the Flex Plant. However, that is probably not the way it will happen.

Retirements

I would like to wish all of you retiring, the very best and ask that you just enjoy the time out of here that you have earned and deserve.

I can be reached in my office at 905-644-4010, cell 905-744-4010 or email colin.james@gm.com.

In Solidarity. 🍁

Important Phone Numbers

Unifor Local 222 Union Hall **905-723-1187**
..... **1-800-465-5458**

Unifor National Office **1-800-268-5763**

Unifor Dental Centre **905-579-8730**

Unifor Legal Services Plan **905-433-4242**
..... **1-800-387-6592**

Unifor Local 222/TD
Group Home & Auto Insurance **1-866-296-0888**

GM Canada Benefits Centre **1-877-442-4625**

Future Showing Fewer GM Skilled Trades Going To Layoff

AS OF THE DEADLINE FOR THIS month's *Oshaworker*, the SVRs have just ended. Normally that would see a large number of recalled trades returning to layoff or Production, however, this year is different. With the scheduled retirements, body weekend crew start up and some project work in paint, chassis and body, we are actually recalling some trades instead of laying trades off. A couple did go to layoff instead of working on the weekend crew but this simply allowed junior trades to return to the tools on the weekend crew.

The canvass for the five electrical jobs in Cami ended Sept. 3 and there were six applications put in for these positions. The five highest seniority will get these openings and still maintain their callback rights to Oshawa. This is the first time we have negotiated permanent jobs in Cami to be filled by our laid-off trades, and while there are some differences in our col-

lective agreements, the process went well. I appreciate the help of Greg Moffatt, Cami Trades rep Matt Montgomery and Cami Chair Mike Van Boekel to get this agreement done. There is a possibility that up to three permanent IMM openings at Cami may also go to our laid-off IMM's. We are still working on that agreement.

The start up of the IMM and electrical weekend crews had a number of trades not sure if they had applications in for the weekend work. Most of these applications were done back in 2012 and any application stays in effect until it is withdrawn. Because of this confusion GM has agreed that future seniority and recall lists that are posted on the Unifor Local 222 website will have a weekend crew application column added showing a "Y" if you have an application in. Any changes to add or remove your weekend crew application must be done at the office in South Main.



Bill Dickson
Skilled Trades Chairperson

The recent extension of the third shift in Flex until Dec. 18 is good news for Oshawa. GM is canvassing those who took a Doc. 12 to see how many can stay to Jan. 1 instead of Dec. 1. Prior to SVRs being recalled this spring we had over 100 trades on layoff. By Jan. 1, even if we have no project work going on, we should have about 60 on layoff. This is good news, even with the loss of a shift, we will end up with much fewer trades on layoff.

If you need to reach me, mike # 3262, my office number is 905-644-3262 or at bill.dickson@gm.com. For third shift, I am usually in by 5 a.m. to 5:30 a.m. should you wish to talk directly with me. 🍁

Fay O. Bender January 26, 1929 - August 25, 2015 Founding member of the First Women's Committee of Local 222



Fay O. Bender
Jan. 26, 1929 - Aug. 25, 2015

Fay retired in October 1989 with 39.5 years of service. Fay started with GM in the Cutting and Sewing Room and then transferred to the newly established upholstery repair unit in the South Plant, rather than relocate to Windsor when the Cutting and Sewing department was moved to that city.

Attracted by the better pay, Fay was the first female to transfer into the battery plant. As more women started to work in the battery plant, it was an uphill battle for Local 222 to fight against GM management for their right to keep their jobs.

The founders of the Women's Committee were honoured by the CAW at the 1995 Women's Conference held at the Port Elgin Family Education Centre and again in 1999 when a classroom at the education centre was dedicated to this pioneering group. It was named the Sisterhood Room.

There Have Been Many Calls About Canada Pension

Working And Collecting CPP?

IF YOU TAKE A REDUCED CPP PAYMENT starting at age 60, you still contribute CPP deductions until age 65. The contributions go to a post-retirement benefit and these contributions are separate from previous contributions. Many members find it advantageous to collect while working and invest the CPP money they receive.

Collecting CPP While Retired And Not Yet 65?

You can collect your CPP in addition to your GM pension, but at the age of 65 when your Special Allowance or supplement is removed, the pension will be reduced by as much as \$300. The amount of reduction is related to the amount of credited service you had and how much of a reduction on your CPP you took at the time of taking your early CPP. Prior to 2012, a CPP retirement pension was reduced by 0.5 percent for each month before age 65 that an individual began receiving it.

This meant that an individual who started receiving their CPP pension at 60 received 30 percent less than if they had waited to take it at 65. From 2012 to 2016, the Government will gradually change this early pension reduction from 0.5 percent to 0.6 percent per month. This means that by 2016, an individual who starts receiving their CPP pension at the age of 60 will receive 36 percent less than if they had taken it at 65. These amounts will change every year until 2016.

Step By Step How To Get Your Commuted Value

1. Open the website www.gmclbenefits.com and log on with your user ID and password.
2. On the upper left side of the screen it says Retirement; select, scroll down and click on Project Retirement Income.
3. Next it will ask you for some important key dates.
4. First important date - last day of employment. Another key date is the last day of the month for the last month



Ted Lawrence

Pension Representative &
Unifor Local 222 Second Vice
President

you worked. Then below it will show: - Date you receive benefits and the first day of the month in which you choose to retire. (Estimate)

5. At the bottom there is a box asking for beneficiary's date of birth by M/D/Y.

6. Bottom of screen: click Project Pension Benefit.

7. Done - total registered Commuted Value will show the amount of your estimate. If you are receiving a non-Registered amount at the top it will say your benefit and beside that will be Hourly rate employees' pension in a drop down menu. Click the arrow and non-registered payment will appear. Hit the redisplay and a page showing non registered amount will show print if you can. Redisplay and go back.

8. Next click on calculation details: Maximum Transfer Value (MTV) amount will be the last figure Amount.

THERE HAVE BEEN MANY CALLS ABOUT CANADA PENSION
continues on page 19

"Must-Have" GM Retirement Information

WITH THE FINAL GROUP OF GM MEMBERS COMING UP to their retirements, this is a reminder of everything you should have ready. GM members who had hoped for a smooth transition have run into unnecessary delays because of missing paperwork. GM is not giving us much lead time on these so it's even more important to have your documents together so we can make this an enjoyable process.

Here's a checklist of what you must have before you call the Unifor pension reps to make sure your paperwork goes smoothly:

- Members must have a password for the General Motors Canada Benefits Centre 1-877-442-4625 (press * and 0 (zero) to obtain your password).

For Member and for Spouse if applicable (includes common-law):

- Photocopies of birth certificate(s) and/or passport(s)
- Member's Social Insurance Number
- Spouse's Name and Social Insurance Number, if applicable
- Copy of marriage certificate/licence

- If common-law, affidavit of co-habitation
- Direct deposit form from the banking institution where you want your pension deposited or have a void cheque for that account.

Optional: An email address to speed up the processing of your final papers (papers are sent to your secure mailbox instead of going through Canada Post).

In order to be realistic, I have to say the next three months are going to see the highest volume of retirements and there will probably be a bit more of a wait time for the pension reps to get to everyone who wants to go. Everyone's patience so far has been greatly appreciated. We can get through this together!

I can be reached in the office at 905-644-3642, mike 2863 or email glen.grill@gm.com.

In Solidarity.✳



Glen Grill

Alternate Pension
Representative

There Have Been Many Calls About Canada Pension

Continued From Page 18

This is the sum you have to shelter (LIRA) as it is not taxed until you take it out and there are various time limits. The difference between the CV and the MTV (cash portion) is taxable and after taxes are paid you can use this

towards an RRSP and you will receive a tax credit for that RRSP for that calendar year. Note GM will now release your cash portion to your RRSP prior to taxes being paid. (This changed for retirements as of December 2014.)

9. Take these numbers both the CV and the MTV to a trusted financial institution/ advisor or insurance company and get sound advice on which of the three options of taking your pension best suits your needs.

Any questions or concerns, please feel free to contact me at 905-644-6342 or ted.lawrence@gm.com or mike radio 5432.

Working for the Membership 

Unifor Local 222 Retirees

Our Best Wishes go out to the latest group of Unifor Local 222 retirees.

Good luck to each and every one of you.

We wish you all the best in your future endeavours.

* Re. Unit Abbreviations: GM = General Motors; TWCC = Trentway Wagor Coach Canada

Name	Unit And Department	Years of Service	Retirement Date	Name	Unit And Department	Years of Service	Retirement Date
Gerard J. Appelman	GM/49G	30.0	Sept. 2015	Douglas Leonard	GM/61	31.8	Oct. 2015
Cheryl A. Baron	GM/94	30.2	Sept. 2015	Lydia A. Lokietek	GM/94	30.2	Sept. 2015
David S. Begg	GM/731	30.1	Aug. 2015	Dennis J. Loney	GM/53	32.0	Sept. 2015
Denis Bertrand	GM/85	30.0	Oct. 2015	Roxanne MacKay	TWCC*	25.0	Sept. 2015
Bradley W. Canfield	GM/49R	30.0	Sept. 2015	Gary W. McCoy	GM/61	31.3	Oct. 2015
Paul J. Carruthers	GM/541	30.7	Sept. 2015	Andrew W. McNee	GM/69A	31.3	Sept. 2015
Alan G. Clarke	GM/49B	33.4	Aug. 2015	Denis Mercier	GM/85	30.2	Sept. 2015
Nino Conte	GM/49G	24.7	March 2015	Jerome A. Miller	GM/94	30.3	Sept. 2015
Christopher B. Court	GM/83	30.4	Aug. 2015	Jerry G. Morin	GM/94	31.1	Oct. 2015
Russell S. Craig	GM/89	32.4	Oct. 2015	Thea Morin	GM/94	31.1	Oct. 2015
Kenneth G. Demille	GM/89	35.1	Oct. 2015	Xuan T. Nguyen	GM/61	31.7	Oct. 2015
Hal E. Draper	GM/83	30.6	Oct. 2015	Peter Palatsidis	GM/85	30.9	Oct. 2015
Michael J. Duggan	GM/69A	31.3	Oct. 2015	Paul Pandoff	GM/61	31.2	Sept. 2015
Dave G. Facey	GM/94	31.0	Oct. 2015	Peter P. Perrow	GM/82	31.3	Sept. 2015
Brian J. Feeney	GM/92	32.3	Oct. 2015	Gerald Ranich	GM/85	30.2	Oct. 2015
David A. Ferren	GM/51	35.0	July 2015	Thomas H. Read	GM/85	31.0	Oct. 2015
Michael J. Flynn	GM/63A	31.5	Oct. 2015	Robert J. Reynolds	GM/85	30.0	Oct. 2015
Frederick J. Gilmour	GM/92	32.3	Oct. 2015	Vince Salvador	GM/554	30.4	Sept. 2015
Thomas M. Gordon	GM/49G	30.3	Sept. 2015	Mark S. Senske	GM/741	30.2	Oct. 2015
Darryl J. Grant	GM/83	31.0	Sept. 2015	Brian K. Stoneburg	GM/94	37.6	Sept. 2015
James D. Gray	GM/69A	26.0	Aug. 2015	K. Edward Taylor	GM/91	37.4	Sept. 2015
Philip A. Haylock	GM/49B	30.8	Aug. 2015	Robert R. Trudel	GM/751	30.3	July 2015
Eric C. Johnson	GM/69A	30.1	Oct. 2015	Mark R. Wallace	GM/83	30.4	Oct. 2015

GM Members who have retired are contacting the Union Hall because their names have not appeared in the Oshaworker. Please be aware when you go through the retirement process by yourself online, the Union is not copied by the GM Canada Benefits Centre. The Union is not aware you have retired. By including the Unifor/GM Pension Reps in your retire-

ment process we will be able to include your name in this Oshaworker list, send you a Unifor Retirees card (needed for elections), change your status and include your new pension number in our database. Without a copy of your papers, we are unable to provide documentation support to yourself or your family in the future.



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COMMUNITY PAGE



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OSHAWA PERMANENT BLOOD DONOR CLINIC

Approximately every minute of every day, someone in Canada needs blood. In fact, according to a recent poll, 52 percent of Canadians say they, or a family member, have needed blood or blood products for surgery or for medical treatment.

Unifor Local 222 has joined Canadian Blood Services' Partners for Life program. Whenever you donate blood, let them know you are a Unifor Local 222 member.

There is a Permanent Blood Donor Clinic in Oshawa, located at
1300 Harmony Road North (southwest corner of Taunton and Harmony).

**Please call 1-888-2-DONATE (1-888-236-6283)
to book your appointment.**



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VOLUNTEERS NEEDED!



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Habitat For Humanity Durham

Habitat for Humanity Durham is currently building an exciting new project called CentreTowne. Help build homes as well as hope for 24 families. Please call 905-428-7434 to volunteer. Play a significant role in building a stronger community. Your assistance is needed and greatly appreciated.



Meals On Wheels Drivers

Community Care Durham is always looking for volunteers to drive for Meals on Wheels, provide friendly visits, or to transport people around. Call them at 905-430-5613 or visit www.communitycaredurham.on.ca



Information Durham Website

The United Way of Durham Region coordinates volunteer opportunities at many area agencies.

Check out the Information Durham website at www.informdurham.com and click on 'Search Volunteer Opportunities' or call 905-434-4636.



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Kids Help Phone

**24/7 phone
and online counselling
available at:**

1-800-668-6868 or
KidsHelpPhone.ca

GM Active Employees: Did You Complete Your Dependent Certification?

FIRST, IF YOU ARE IN NEED OF A GM S&A FORM BUT can't get to the office because it's only open from 12 noon to 3 p.m., you have other options. You can call Sun Life directly at 1-800-267-9636 and they will fax or email the form to yourself or your doctor's office if that's what you need.

Dependent Survey

If you have a dependent who was on your benefits and was 18 years old as of Aug. 1, 2014, you would have been sent an annual dependent certification form in the mail from the GM Canada Benefits Centre.

The annual Dependent Certification deadline was Sept. 16, 2015.

If you receive a new Green Shield card in the mail in October, make sure the names of your dependents are on the back of the Green Shield card. If your dependent's name was removed from the Green Shield card you must call the GM Canada Benefits Centre at 1-877-442-4625, using your user ID and password, to reinstate your dependent's coverage. It is very important to do this immediately because any dependent no longer listed on the Green Shield card will be dropped from coverage effective Nov. 1, 2015.

As long as you call the GM Canada Benefits Centre in the month of October to verify the dependent is an eligible dependent, they will not be dropped from coverage.

If your dependent is no longer eligible for coverage and you want to pay privately for a benefit package for him/her, you can call Green Shield at 1-800-667-0429 or visit the website www.sbis.ca or Sun Life Canada at 1-800-267-9636 and ask for information on enrolling your child in benefit coverage. They will send you the required forms, which you should look over carefully. To avoid the child having to get a medical, you only have 60 days from the Nov. 1, 2015 end of the coverage date to enroll in new benefits.

Attention Retirees

At this time, retirees are not required to certify your



Barry Grills

GM Insurance
Representative &
Executive Board
Member (Trustee)

Don Thompson

Service
Representative

Steve Bullock

Service
Representative

dependent child status and therefore you were not sent an Annual Dependent Certification.

Adding/Removing Dependents

The procedure through the GM Canada Benefits Centre to add or remove a spouse or child from benefits is an easier process. Members should be aware however, that the designation could lead to or support the following:

1. A spousal support claim.
2. A child support claim.
3. A claim against your estate upon your death.
4. A claim to your pre-retirement pension benefit if you should die prior to your retirement.

You should consider calling the Unifor Legal Services office before making any changes to your benefits or naming a survivor to your pension benefits upon your retirement. Legal Services can provide advice on your rights and responsibilities that might arise from these designations and can draft agreements to assist you in protecting your interests.

The Unifor Legal Services office is on the sixth floor of the Executive Tower at the Oshawa Centre, 905-433-4242 or toll free 1 800-387-6592.

In Solidarity. 🍁



Unifor Local 222 Graduates Of Labour Studies Program

Congratulations to these recent graduates of the Unifor/McMaster Labour Studies Program. Pictured from left are: Mike Rafuse, Aline Brown, Rebecca Keetch and Charlene Minnie.

FREE UNION SEMINARS

Wednesday, Oct. 21 and Wednesday, Nov. 4

#1 Intro to Steward Training & Grievance Handling:

Practical examples of how to effectively police a collective agreement while dealing with management; grievance handling.

#3 Suicide Awareness and Prevention:

(Available Oct. 21 Only)

Understand risk factors/warning signs of suicide; participants learn about dealing with someone who may be contemplating suicide.

#2 Health & Safety:

We all work in hazardous environments; learn how to avoid accidents; the Ontario Safety Act and how the Right to Refuse applies.

#4 CPR: Unifor Members ONLY

Note Limited to 15 members; the course is free but if you need a certificate, the cost is \$25 at the time of the class.

The strength of our future is not only at the bargaining table and on the picket line, it is in the classroom.

The OCT. 21 DATE is suitable for members on Days, Shifts 1 & 3.

The NOV. 4 DATE is suitable for members on Days, Shifts 2 & 3.

Please indicate your 1st & 2nd choice of available workshops.

You can email your information to local222@local222.ca
or return the completed registration form to the
Unifor Local 222 Union Hall, or fax it to 905-436-9515.

SEMINAR AGENDA

3:00 p.m.	Registration
3:30 p.m.	Dinner (free)
4:00 p.m.	Workshops

REGISTRATION DEADLINES:

WEDNESDAY, OCT. 14 FOR THE WEDNESDAY, OCT. 21 SEMINAR

WEDNESDAY, OCT. 28 FOR THE WEDNESDAY, NOV. 4 SEMINAR



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Unifor Local 222 Labour Education Seminar

☐ WEDNESDAY, OCT. 21, 2015 or ☐ WEDNESDAY, NOV. 4, 2015

The Education Committee reserves the right to cancel any workshop that has insufficient registrations.

Name (PLEASE PRINT CLEARLY): _____

Telephone: (res) _____ email _____

Workshop: 1st Choice # _____ 2nd Choice # _____

Employer's name (i.e. LIM, Lear, GM, DRT, etc.) _____

Please check which shift you are on: ☐ Shift #1 ☐ Shift #2 ☐ Shift #3

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Update From Zone 67

THE COMPANY HAS ANNOUNCED THEY WILL EXTEND production on the third shift until Dec. 18. While this will put a few more pay cheques in everyone's pockets prior to Christmas, it is only a temporary measure. Sales are expected to improve for Regal and Impala due to a price reduction which will hopefully lead to steady work for the two-shift operation in the foreseeable future. In Consolidated, Saturday overtime has been scheduled for Oct. 3, 17, 24 and 31, with more to follow. The Equinox continues to be a great seller and this has led to the extension of production in Consolidated for another year, into 2017. So, if you

haven't already done it, shut down your E.I. claim. There is no real benefit to keeping it running and it can cause other problems as well. It is easy to start up your claim again if more layoffs are announced.



Jim Wheeler
Zone 67
Committeeperson



Corina Sheppard
Zone 67 Alternate
Committeeperson

This extension will also cause many retirements to be moved to Jan. 1, which will be good news for some who want to stay and unwelcome news to those who want to go immediately.

This month sees another group of new retirees. I wish every one of you all the best and hope you enjoy your well-deserved leisure time. Specifically I'd like to say so long to Ed Rozema from Chassis AGV. Ed and I worked together for many years and have become good friends outside of GM. I will miss the jokes and laughs we had, and in case I never said it, thanks for catching all the jobs I missed on the old brake table. I hope you and Michelle have many years of happiness ahead of you.

There has been a job added back in Group 82 to resolve a dispute over workload at wheel liners. This was achieved using the job dispute process and with the help of the Unifor standards reps Dean Avery and Don Lawson. Work will be taken off several

UPDATE FROM ZONE 67
continues on page 25

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Update From Zone 67

Continued From Page 24

jobs and moved around to make the jobs in the area better. The reps on all three shifts communicated and shared information and we will continue to work together to resolve job disputes as they arise.

When asking for time off it's important that you get a receipt from your supervisor. This helps your rep if there are any issues with your request because it ensures it has been put into the attendance planning system. Sometimes things get deleted or supervision gets moved around and that receipt can be the only proof that you have that you asked for the time off.

When you have any issue at work, whether about workload or safety or even if your pay gets screwed up, your supervisor has the first obligation to try and fix the problem. If the issue can't be, or isn't fixed to your satisfaction, it is time to put in a call for your Union rep to ensure your rights are respected.

By the time this is printed there will be a couple of new Zone Committee people and Alternates elected on Shifts 1 & 2 to replace the retiring Bill Sully and Steve MacDonald. Thanks to all who chose to put their names forward.

Transfers continue to be honoured and although people are anxious to get to their new assignments, most likely you will not be released from your old department until someone is ready to go on your old job, and since many of the replacements are coming from third shift it may be a while until the movement is completed. Transfers can be put in again, but most departments still have names from the "frozen list" and they will be called ahead of any transfers submitted after May 29 of this year. As always, be sure the transfer you submit matches your wishes. If you are not sure, ask before you sign it. Once called out, you cannot decline a transfer.

Several new workers have started in Chassis in the past month as TPTs. One thing to remember is that we are all working people in this place and we need to support each other. It doesn't matter if you are a guy with 43 years seniority or an 18 year old kid trying to save money for school: we all deserve to be respected by management and our peers. An injury to one is an injury to all.

If you have any questions or concerns Jim can be reached at mike radio 8179, office phone 905-644-1418, or email james.wheeler@gm.com. Corina can be reached at corina.sheppard@gm.com.

Until next month remember that in solidarity there is strength. 🍁



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Members Need To Be Aware Of Results Of Own Behaviour At Work

EVERYONE NEEDS TO BE AWARE THAT THE COMPANY pays attention to patterns of behaviour.

When I am called into a situation where a member feels another member was not respectful, whether it be by their general manner (one time or on a regular basis) or there was intimidation or bullying involved, the person being accused has the right to know. As a Union rep, my job here is to restore, resolve and educate.

As a Union rep, I am also used as a first "kick at the can" by management to provide an opportunity to resolve an issue between two workers before they may have to resort to discipline. We don't discipline. I will interview all parties involved and try to mediate a conclusion between the parties to make for a better work environment.

When speaking with the party accused, there could be plenty of reasons they made the person on the other side feel harassed or intimidated and may never realize they came off sounding the way they did. They have the right to know where they stand with the other member bringing the unwelcome behaviour to my attention.

Experience has proven it's always best to try to work through the situation and find a reasonable resolve so we can make the eight hours of working together go smoothly. We do recognize there is not always love in the air, when you have over 3,000 personalities coming together in one place.

Calls I'm getting these days are often not about a complaint that would come under the prohibited grounds laid out by the Ontario Human Rights Act, or under Bill 168, protecting us against violence in the workplace. However, all too often, it's a situation that does come under our respectful workplace policy, where the circumstances between two co-workers has drawn the attention of management. If you distract the focus of others at work, create an embarrassing moment in front of co-workers, the Company has a duty to intervene and make sure everyone feels comfortable at work. The Union also has the same job, to ensure the Company maintains a safe, harassment-free workplace because nobody deserves to be bullied, embarrassed, intimidated, frightened or coerced by another worker.



Kim Martin

Human Rights/
Employment Equity
Representative

When I am called in, hopefully before the situation has gotten so bad that there's discipline involved, I will tell both sides, this is what the complaint involves; then will take the stories from both sides; and use this as an opportunity for respectful discussion and come to an agreement between the parties.

Remember, management does the same, they document

MEMBERS NEED TO BE AWARE OF RESULTS OF OWN BEHAVIOUR AT WORK
continues on page 27

Unifor/GM Referral to Counsellors

**For confidential assistance
and referrals to counsellors
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at 905-644-1114**

or by email at kim.martin@gm.com



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Members Need To Be Aware Of Results Of Own Behaviour At Work

Continued From Page 26

what went on and they hang on to their notes. If the issue arises again, I may not have the chance to hear about it. There could be discipline without my being called in. The Company looks for patterns of behaviour, so even if it seems like it's a "little thing" between two people, if it keeps occurring between those two people, the Company is going to step in.

We as a Union will do everything in our power when we're called in to help (again, restore, resolve, educate), especially if the situation seems out of character for the individual involved. The person accused of instigating things may not themselves see the pattern of behaviour, which could come from mental illness, a death in the family, other stresses from home and the community. Everyone has to answer for their behaviour, but it's not common to just wake up and decide one day to start harassing someone at work. There's something underlying in a situation and questions will be asked, like what was going on to cause this to happen? Is it a reaction in itself to bullying, harassment, intimidation?

In this day and age things aren't just pushed under the rug. Don't take your frustration out on another worker. If you have

issues with a job, there are avenues for you, call whoever needs to be called. There's always someone willing to listen and help. Everyone comes to work to earn the money we all need to pay our bills, look after our families and enjoy our hobbies and some even come in to enjoy being with people. Let's stick together and at the same time, be respectful of the fact that everyone's different.

Calls to me are always confidential. If you're in need of anything, I will do whatever it takes to help in your situation. Feel free to call me at 905-644-1114, send an email kim.martin@gm.com, and I will get right back to you ASAP. I cover all three shifts in GM. 🍁

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A Lesson From Someone Who Knows How To Rise Above

I AM HOPING YOU ALL CAN READ THE FOLLOWING, and not come away with your hearts unchanged...

After American right-winger Ann Coulter referred to President Obama as a "retard" in a tweet during a presidential debate in 2012, Special Olympics athlete and global messenger John Franklin Stephens penned her this open letter:

Dear Ann Coulter,

Come on Ms. Coulter, you aren't dumb and you aren't shallow. So why are you continually using a word like the R-word as an insult? I'm a 30 year old man with Down syndrome who has struggled with the public's perception that an intellectual disability means that I am dumb and shallow. I am not either of those things, but I do process information more slowly than the rest of you. In fact it has taken me all day to figure out how to respond to your use of the R-word last night. I thought first of asking whether you meant to describe the President as someone who was bullied as a child by people like you, but rose above it to find a way to succeed in life as many of my fellow Special Olympians have. Then I wondered if you meant to describe him as someone who has to struggle to be thoughtful about everything he says, as everyone else races from one snarky sound bite to the next.

Finally, I wondered if you meant to degrade him as someone who is likely to receive bad health care, live in low grade housing with very little income and still manages to see life as a wonderful gift. Because, Ms. Coulter, that is who we are

- and much, much more. After I saw your tweet, I realized you just wanted to belittle the President by linking him to people like me. You assumed that people would understand and accept that being linked to someone like me is an insult and you assumed you could get away with it and still appear on TV. I have to wonder if you considered other hateful words but recoiled from the backlash.

Well, Ms. Coulter, you, and society, need to learn that being compared to people like me should be considered a badge of honor. No one overcomes more than we do and still loves life so much. Come join us someday at Special Olympics. See if you can walk away with your heart unchanged.

A friend you haven't made yet,

John Franklin Stephens

Global Messenger Special Olympics Virginia 🍀

**Submitted By
Kim Martin**

Human Rights/
Employment Equity
Representative



IMPORTANT NEWS FOR WSIB CLAIMANTS!

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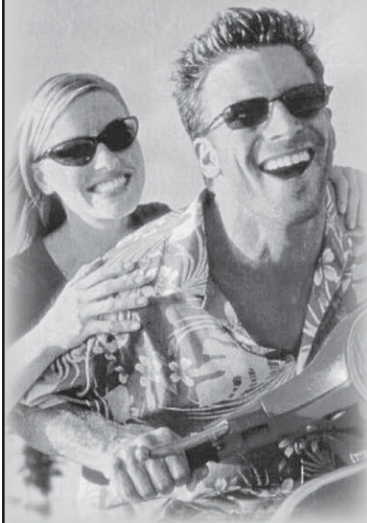
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How Do Good People End Up As Addicts?

ADDICTIVE DRUGS ACTIVATE THE BRAIN'S REWARD SYSTEMS. The promise of reward is very intense, causing the individual to crave the drug and to focus his or her activities around taking the drug. The ability of addictive drugs to strongly activate brain reward mechanisms and their ability to chemically change the normal functioning of these systems can produce an addiction.

Drugs also reduce a person's level of consciousness, harming the ability to think or be fully aware of present surroundings.

The Cycle of Addiction: What Is A Drug?

In medical terms, a drug is any substance that when taken may modify one or more of its functions. Drugs can provide temporary relief from unhealthy symptoms and/or permanently supply the body with a necessary substance the body can no longer

make. Some drugs produce unwanted side affects. Some drugs lead to an unhealthy dependency that has both physiological and behavioural roots.

Why People Use Drugs

No one wants to be a drug addict or alcoholic, but this doesn't stop people from getting addicted. The most commonly asked question is simply "how?" How could my son, daughter, father, sister, or brother become a liar, a thief, someone who cannot be trusted? How could this happen? And why won't they stop?

The first thing you must understand about addiction is that alcohol and addictive drugs are basically painkillers. They chemically kill physical or emotional pain and alter the mind's perception of reality. They make people numb. For drugs to be attractive to a person there must first be some underlying mental discomfort, unhappiness, sense of hopelessness, or physical pain.

Drug Addiction Follows A Cycle

The life cycle of addiction begins with a problem or some form of emotional or physical pain a person is experiencing that they find difficult to deal with.

We start off with an individual who, like most people in our society, is basically good. This person encounters something they do not know how to resolve or cannot confront. This could include problems such as difficulty "fitting in" as a child or teenager, anxiety due to peer pressure or work expectations, identity problems or divorce as an adult. It can also include physical discomfort, such as an injury or chronic pain. The person experiencing the discomfort has a real problem. They feel their present situation is unendurable, yet see no good solution to the problem. Everyone has experienced this in life to a greater or lesser degree. The difference between an addict and the non-addict is that the addict chooses drugs or alcohol as a solution to the unwanted problem or discomfort.

The Addiction Progresses

Similar to an adolescent in their first love affair, the use of drugs or alcohol becomes obsessive. The addicted person is

HOW DO GOOD PEOPLE END UP AS ADDICTS?
continues on page 30

**By
Tom Pflanzner**

Unifor/GM
Substance Abuse
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Unifor/GM Substance Abuse Rep

**When you decide you need help,
and want a referral for counselling,
please call your Unifor/GM**

**Substance Abuse Representative Tom Pflanzner:
905-426-0002 ■ mike radio: 348**

**Tom can then refer you to the appropriate
alcohol and drug addiction counsellor for your situation.**

How Do Good People End Up As Addicts?

Continued From Page 29

trapped. Whatever problem they were initially trying to solve by using drugs or alcohol fades from memory. At this point, all they can think about is getting and using drugs. They lose the ability to control drug usage and disregard the horrible consequences of their actions.

Alcohol And Drug Tolerance

In addition to the mental stress created by any unethical behavior, the addict's body has also adapted to the presence of the drugs. They will experience an overwhelming obsession with getting and using their drugs and will do anything to avoid the pain of withdrawing from them. This is when the newly-created addict begins to experience drug cravings.

They now seek drugs both for the reward of the "pleasure" they give him or her, and also to avoid the mental and physical horrors of withdrawal. Ironically, the addict's ability to get "high" from the alcohol or drug gradually decreases as their body adapts to the presence of foreign chemicals. They must take more and more, not just to get an effect but often

just to function at all. At this point, the addict is stuck in a vicious dwindling spiral. The drugs they abuse have changed them both physically and mentally. They have crossed an invisible and intangible line. He or she is now a drug addict or alcoholic.

If you decide you need help, call your Unifor/GM substance abuse representative Tom Pflanzner at 905-426-0002.

For workplaces other than General Motors, talk to your Employee Assistance Program representative or to find assessment and treatment services in your community, try the following:

- Call the Ontario Drug and Alcohol Registry of Treatment (DART) at 1-800-565-8603, or look online at www.dart.on.ca. DART keeps a database of every addiction treatment service in Ontario and offers telephone referral information.
- Talk to your doctor. Some doctors may be able to provide treatment, but most will refer you to a specialized treatment service.
- Visit a community health centre; the staff can provide you with advice and information. In Oshawa call the Oshawa Community Health Centre, 115 Grassmere St., Oshawa, ON L1H 3X7, 905-723-0036, website www.ochc.ca.
- Look in the Yellow Pages under "Addiction" to find your local referral service. ★

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It's Moustaches And Mohawks Season

NOVEMBER IS COMING QUICKLY OR, SHOULD I SAY MOVEMBER.

For those who are not familiar with what Movember is about, Movember is the month when men and women join together to raise awareness and funds for men's health, such as prostate and testicular cancers as well as men's mental health.

The object to Movember is to start the month clean shaven and grow, groom and present the best moustache possible. This year I would like to make a slight change to Movember for the guys by adding mohawk haircuts.

So here's the deal, grow, groom, trim and or dye your best moustache and mohawk in the month of November, get pledges for your family, friends and coworkers for doing so. I will have pledge forms made available with donations raised going to cancer support groups. An injustice to one is an injustice to all. In Solidarity. 🍁



Charlie Black

Unifor Local 222
Human Rights/
Community
Services Committee
Chairperson

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Environment Council Executive Positions Up For Election

I LOVE THIS TIME OF YEAR, IT'S not too hot or too cold. Make sure you get outdoors and take a walk-about to enjoy the seasonal changes that abound.

Unifor Durham Regional Environment Council (UDREC) had their first meeting after the summer break on Sept. 14. Our Council participants are unpaid volunteers who have a genuine concern for the environment with a strong labour perspective. The UDREC meetings are comprised of an elected executive board and guests who want to attend. We use the same format that most union meetings use. Our Council has a Constitution that describes clearly the roles and responsibilities of the executive.

Since 2000 I've been elected the

President of UDREC (formerly CAW DREC). I'm proud of the opportunities and accomplishments our Union has afforded us. I've signed the papers to retire from GM after 31 years. Personally many changes in my life are about to unfold. My wife and I have purchased a property in Bayshore Village in Brechin and will be building our dream retirement home. We are designing the best energy-conserving home within our budget. It's a time-consuming process that is forcing me to resign as President of UDREC. I'm proud of all we have accomplished in the past 15 years. I look forward to watching the new leadership of UDREC open their wings and soar to new heights.

Nominations and the elections will



Dave Renaud

Unifor Durham Regional
Environment Council President
Unifor Environment Representative
GM Autoplex
Unifor Local 222
Environment Committee Member

take place at the Oct. 13 meeting at the Unifor Local 222 Union Hall in Room #2 at 5:30 p.m. It is with great hope that UDREC will continue on for many more years influencing and educating our communities.

My Union position as the Unifor Environment Rep in the GM Plants has been a great experience. I'll be closing this chapter of my life when GM officially taps me on the shoulder

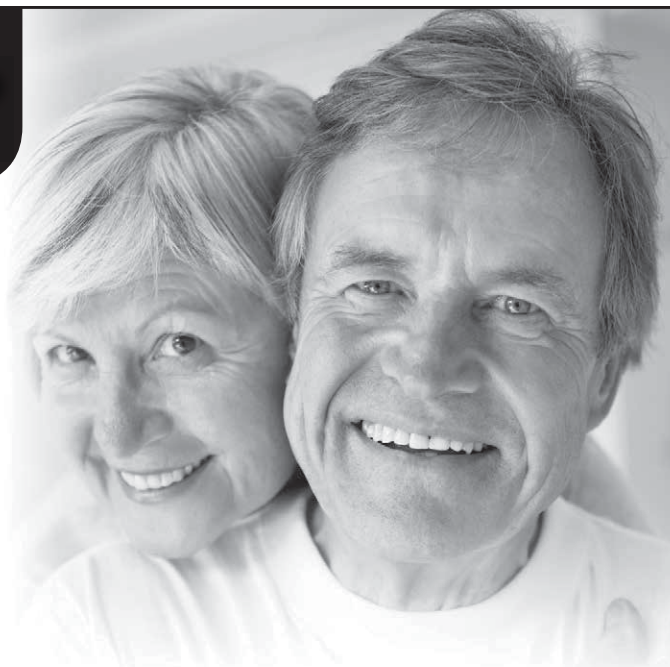
**ENVIRONMENT COUNCIL
EXECUTIVE POSITIONS
UP FOR ELECTION**
continues on page 33

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Environment Council Executive Positions Up For Election

Continued From Page 32

and gives the date to retire. From the time I started as CAW Environment Rep back in 2001 until today, the workplace has made huge strides in improving its environmental footprint. The future will have its challenges and I know your union will continue to fight the good fight.

My next article will review the accomplishments of UDREC and acknowledge some of the major players who help along the way.

Upcoming Events

- **Valentines Comedy and Dance for the Cancer Prevention Challenge**
On Feb. 13, 2016 UDREC will be

hosting its third Valentines Yuk Yuk's comedy show and dance at our Unifor Local 222 Union Hall. We will once again have three professional comedians and great music for dancing. This year's event was a sellout and from the positive feedback we received the 2016 event will be even better. The \$25 tickets will go on sale after Nov. 1, available from UDREC members, the front desk at the Union Hall and from myself. Our prizes will once again be a massive collection of donated prizes from our local community businesses. More details will follow in the November *Oshaworker* and be posted in all our Local's workplaces.

■ Rain Barrel Sale May 2, 2016

Once again due to the demand we will be hosting another rain barrel sale. Please go to www.rainbarrel.ca/oshawa to be put on the waiting list to be informed when the products will be available to pre-order, with pickup at the Unifor Local 222 parking lot on May 2, 2016. Due to the rise in value of the USA dollar the barrel price is rising to \$55. We will have more information to follow later in your upcoming *Oshaworker* and on our Local's website.

Please keep it green and feel free to contact me if you have any questions. For GM in-plant issues, please call at 905-644-4930 Monday (days only), mike radio 1374 or email Dave.Renaud@gm.com or for outside issues, home 905-404-1279 Dave.R.Renaud@gmail.com.

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games and two championship finals. Plus, you get a Christmas party and a Wing Night with lots of prizes at both.

We had a few players come back this year which is great
but we also lost a few great players due to shift work.

As of your reading this column we have played four
games already. We are also looking for a timekeeper for
the year.

I hope we all have a great season and lots of fun.

Feel free to call me on my cell at 905-259-3825 if you
have any questions. See you on the ice. 🍁



**John
Perrault**

Unifor Local 222
Truck-Car Hockey
League

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Shift #2 Hockey Is Off And Running

BY THE TIME YOU READ THIS ARTICLE, we will have kicked off our season as of Oct. 5. There have been a few changes this year to the league and as such there are also a few "thank you's" to be sent along.

First off, we have decided to make a subtle change in venues for this season. We have decided to move all of the league games to a permanent home at Ice Sports in Oshawa. Many of our players and league staff find this rink much more convenient to get to and from, so after some hard work, we were able to secure all games to be played there. Game times will continue to be Mondays at 3:15 and 3:30 p.m. and new this year, Wednesdays at 3:30 p.m. and Thursdays at 3:15 p.m. I'm very excited for this change and hopeful it will work for many years to come.

With that being said, I would like

to take a moment to thank Iroquois Sports Park in Whitby for their hospitality and all their hard work and dedication to our league over the past several years. They run a tremendous facility and their staff were very helpful and easy for Jim Wheeler and myself to deal with to help our league run smoothly. A big thank you to all those who helped us over the years!

Our second big change this year will be the name of our league. We have decided to embrace the old saying "out with the old, in with the new" and discard the old CAW2HL moniker in favour of a more current one in U2HL which will stand for Unifor 2 Hockey League. You will likely see more and more of this name in my monthly articles as well as on any official league documents such as game sheets or stats sheets. I'd like to think of this as sort of a new chapter in our



Scott Wood

Unifor Local 222
Shift Two Hockey League

league's storied history and a more modern and current representation of our league and union together.

In closing, I'd like to welcome back Chris Lynch and Sir Roland Felgema-ch as our two timekeepers for this season and extend a big thank you to them, as well as all our referees who are willing to give up their time to help make this league what it is. Thank you all! I'm looking forward to seeing all our players at the rink, new and returning, and am very excited for another great season. Until next time, get those pucks in deep!♣

Gus Brown

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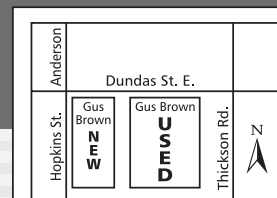
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The **General Motors Unit** meeting is held at 3 p.m. on the third Thursday of every month except July & August.

The **Oshawa Area Skilled Trades Council** meeting is held at 3 p.m. on the fourth Thursday of every month except June, July, August & December.

Unifor Family Auxiliary meetings are held at 7 p.m. on the first & third Tuesday of every month except July & August.

The **Retirees' Chapter** meeting is held at 1 p.m. on the first Monday of every month except July & August.

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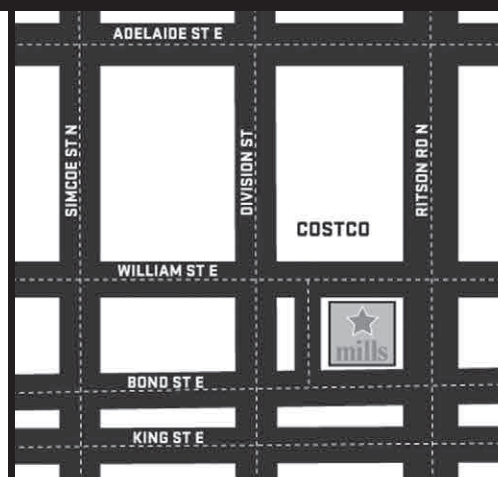
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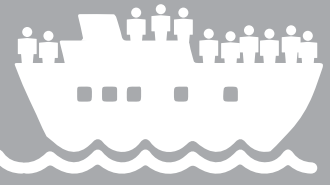
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CURRENTLY

2.8 MILLION

CANADIANS ARE EITHER
UNEMPLOYED OR
UNDEREMPLOYED

TRACKING THE LEGISLATIVE ATTACK:

C-525

Makes it harder for federal
industry workers to join unions.

C-59

Seeks to give unilateral power to
impose sick leave and short/long term
disability plans outside of federal
public sector workers' collective
agreements.

C-377

Makes it harder for unions to do
their regular business.

C-60

Gives the Treasury Board the power
to inappropriately involve itself in
collective bargaining with workers of
48 Crown corporations (CBC, Via Rail,
Canada Post, etc).

C-51

Threatens to define strike action
as "terrorism" if it impedes the
function of "critical infrastructure".

SOURCES:

<http://www.thestar.com/news/immigration/2015/03/27/mass-ejection-of-temporary-foreign-workers-looks-mass-ejection-of-temporary-foreign-workers-looks.html>
<http://psacunion.ca/topics/employment-insurance>
<http://news.nationalpost.com/full-comment/george-smith-anti-black-rebuttal>



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